



Summary of PCC Leadership Awards Cafe

April 26, 2016

The PCC Advisory Committee Education Subcommittee hosted a PCC Leadership Awards webinar in conjunction with the Communication Subcommittee on April 26, 2016. During the call we discussed the changes to the PCC Leadership Awards process. See below for the changes made for this year. Open dialogue and questions were fielded regarding the changes and deadlines for the 2016 nomination submissions. Captured below are questions and answers from the Café:

Discussion Question: Will the PCC of the Year Award both large and small market have gold, silver and bronze winners?

- No. There will only be a gold winner for PCC of the Year Award. There will be one winner for large market and one winner for small market.
- If a PCC wins the Large or Small Market award, the PCC would be ineligible for any of the other Leadership Award (Education, Communication, Innovation, etc.).
- All PCCs are eligible and encouraged to self-nominate in one or more PCC Leadership Award categories.
- *Concern:* None of the smaller events get Postal Service HQ speakers (*Possible Solution:* Work with HQ to bring in HQ speakers for small PCC events)
- *Concern:* Several folks said that they were nervous to put in their nominations. (*Possible Solution:* Ellie Alexander, PCCAC National Industry Co-Chair gave the advice that you should not be shy and that you never know what you can do until you try.

Discussion Question: Is it true that you have added a new Leadership Award this year?

- Yes. This year we added the new Membership Program Excellence Award - Examples of ways to submit for the Membership Award were given below:
 - Educational Programs – What have you done that brings in new members, as well as retaining current members? What have you done for Board Members to keep them engaged?
 - Communication Methods – How do you utilize your database to communicate with your PCC members beyond national communications? Please provide only one narrative example for each method used. How do you utilize various communications to keep your Board involved and informed?
 - Measurements of Success – How do YOU measure successful membership recruitment? How do you measure successful board engagement?

- Benefits – What has been the outcome/benefits of having more members and/or creating a stronger board? What do your current members think about the PCC as a result of your actions?
- All Leadership Awards (except for the PCC of the Year Award (large and small market; there will only be a Gold winner in each of these categories) - Gold, Silver and Bronze will be awarded in each category.
- The prior year Gold winner in each award category **IS NOT** eligible for Gold in the current year.
- However, the prior year Gold winner in each award category is eligible for Silver or Bronze in the current year.
- Each submission by a previous award winner must reflect significant improvements, additions and advances from the previous year's submission

Discussion Question: Have there been any changes to the District Manager Award this year?

- Yes. There have been changes – In 2015, District Manager of the Year was nominated by the PCC.
- This year's nominations for District Manager of the Year Award will be submitted by the Area Vice President (AVP).
- These awards are for a District Manager who goes above and beyond to support their local PCCs.
- From the nominations a gold, silver, and bronze winner will be chosen and the winners will be recognized at a national level.

Discussion Question: Are we still using the STAR format?

- No. We are not using the STAR format for this year's submissions.
- Due to the large number of nominations submitted and the time devoted to evaluating nominations, you must utilize the "OAR" format – Objective, Actions, and Results – for each nomination:
 - Objective – Describe an objective by your PCC that required a resolution or tasks to be completed.
 - Actions – What actions did your PCC take to resolve the situation or complete the tasks? What initiatives and innovative approaches were demonstrated?
 - Results – What were the results? Did your PCC accomplish the desired outcome? How was your PCC responsible for the final result? Be specific and provide quantifiable results.

Discussion Question: Can you explain the Leadership Awards submission process this year?

- All Leadership Awards nominations are to be submitted using the 2016 PCC Leadership Award Nomination Submission Form located on the internal USPS PCC BlueShare site at <http://ca.blueshare.usps.gov/sites/igo/PCC/default.aspx>.
- You also need to complete a 2016 PCC Leadership Award Certification Form on the PCC BlueShare site for each award nomination. For example, if your PCC is submitting a nomination for PCC Industry Member of the Year and PCC Postal Service Member of the Year, you will need to submit two certification forms – one for each award.
- There is a single-sided limit of two (2) pages not to exceed a total word count of 1000 words. If the 2-page limitation is exceeded, you will be disqualified. There will be no exceptions to this requirement.
- Please do not include supporting documentation (fliers, certificates, pictures, etc.). If supporting documentation is needed the PCC Program Office will request that it be provided.
- ***ALL*** award nomination forms ***must be submitted electronically*** to the ***PCC BlueShare site***. Submitted materials will not be returned.

If there are other topics that you wish the PCCAC Communication Subcommittee to consider, please send your requests to pccfeedback@usps.gov.

Thanks for your participation. It ***DOES*** make a difference!

PCCAC Education and Communication Subcommittees